

COMPREHENSIVESEARCHsm

Serving North America
Search & Employee Alternatives



COMPANY PROFILE

Since 1983 **COMPREHENSIVESEARCH**SM has become specialists in locating outstanding candidates for interior furnishings and building products manufacturers, dealers, professional associations, and various distribution channels. No one offers more options.

For the past 11 years we have supplied employee alternatives throughout North America to companies such as Honeywell, BASF and Solutia. Options include contract employees, serving as a Professional Employer Organization or supplying subcontractors.

Through strategic alliances, we offer testing, spousal assistance, outplacement and background checks. These services synergistically allow us to **Facilitate Positive change with Clients and Candidates.**

OUR SEARCH CONSULTANTS

Jeffrey W. Brown
President
Corporate Office
(706) 884-3232 x203

Jeff Brown founded Comprehensive Search in 1983. He has held line management positions with Milliken and Company and Armstrong World Industries. Comprehensive Search did a management turnaround of ASID where Jeff Brown served as Executive Director. Jeff is an Elected Member of the Georgia House of Representatives, and he has spoken at various national functions. He holds a Masters degree in Psychology.

Gail T. Morin
Vice President
New York Office
(718) 462-6403

Gail Morin has managed search projects in the interior furnishings and building products industries for Comprehensive Search since 1989. She was previously Director of the Industry Foundation for ASID and was responsible for their International Exposition of Design Sources. She is a graduate of Hunter College.

Katherine Goodson
Account Developer
Corporate Office
(706) 884-3232 x212

Prior to joining Comprehensive Search, Katherine resided in Washington, DC where she held positions with Interface Flooring, an internationally known carpet manufacturer and Temporary Staffing, Inc., a regional staffing firm. Katherine earned a BS in Business Administration from Troy State Univ. with a concentration in Marketing.

Gail W. Standard
Vice President
Atlanta Office
(404) 636-8236

Gail Standard is located in Atlanta and manages interior-furnishings and building products clients. She has worked with Karastan, Mohasco and Sunar Hauserman before joining Comprehensive Search in 1987. Gail Graduated Cum Laude with a Bachelor of Science degree. She is a member of the Atlanta Junior League.

Marilyn S. McSweeney
Senior Search Consultant
Salt Lake City Office
(801) 322-2404

Marilyn McSweeney has been in sales and sales management positions in commercial and systems furniture. She specializes in sales and marketing positions for systems furniture manufacturers. She was Senior Marketing Director of Children's Miracle Network and has a BFA in interior design from BYU.

Kevin Franks
Strategic Director
Corporate Office
(706) 884-3232 x206

Kevin formerly held executive positions with an Industry marketing organization. His previous clientele included, Milliken & Co., Interface Flooring, Thomasville Upholstery and Johnson Industries. He later founded a successful on-line marketing company. His articles have been regularly featured in print and online and has been a featured speaker on technology and human resource issues. Kevin oversees the internal and remote systems, ASP utilization and collaborative projects including VPN, ETA360 and Backweb Training as well as developing the websites and newsletters.

RETAINER SEARCH

Guaranteed results, empowered by a relationship which becomes an extension of the client. We objectively evaluate candidates we find, those you locate and/or internal candidates. Retainer searches become priority searches. We accept your target dates and guarantee to produce candidates to whom you would make a job offer.

FEE: Quoted on a per search basis.

MODIFIED RETAINER SEARCH

Many of the advantages of a retainer search. However, since two thirds of the fee is contingent we are incentivized to have you hire one of our candidates.

FEE: Quoted on a per search basis.

RECRUITMENT RESEARCH

Database technology makes this our least expensive search service. We contact and qualify those candidates meeting your criteria.

Resumes and summaries of interested and qualified candidates are forwarded. The rest is up to you.

FEE: \$2,500 up front. If one of our candidates is hired, an additional 10% of anticipated first year compensation is due. If no one is hired, the fee can be applied to a Modified Retainer or Retainer search.

CONTINGENCY SEARCH

Some of the advantages of the other search services , but without the commitment of an up front fee. The more our client commits to us, such as an exclusive search, the more it becomes like a modified retainer search in terms of the extensiveness and timeliness of the search.

FEE: A maximum fee of 30% of the candidate's anticipated first year income is due if one of our candidates is hired.

INTERNET RECRUITING SERVICES

On those occasions when quick results count most, our specially trained Internet Sourcers offer you a winning solution. These web based services are faster and less expensive than traditional search services. Specifically, we offer our internet expertise, a career-site presence with 100,000+ visitors per month, monthly eNewsletter distribution to over 50,000, and professional level memberships with major career sites such as monster.com. The internet provides an opportunity to locate talent quickly and economically if it is utilized in the most knowledgeable manner. Comprehensive Search has years of experience in searching, attracting, and qualifying outstanding candidates. Our procedures, tools and training are updated constantly to insure our effectiveness. We know the best place to post your positions, what candidates are looking for and how to attract them. Listed below is a brief description of each level of **Internet Recruiting Services** available:

Job Board Ad:

This new option enables employers to place an inexpensive ad for all available positions. The ad appears on our website in the Career Section, as well as in our monthly eNewsletter. Each ad will run for 60 days and can be updated 3 times at no additional charge. The base fee for this option is \$250 per job.

eRecruiter:

This popular service offers all the benefits of the Job Board Ad plus, your job posting is selectively added to additional websites with traffic totaling over 4 million potential candidates per day! All eRecruiter ads can be “blind” posted in order to insure confidentiality, and you will receive all responses from interested candidates for up to 60 days. The fee for this service is \$750 per job.

eRecruiter Plus:

When a business begins to consider using our professional services, we often recommend they start here. Using our eRecruiter Plus service allows you to see good pre-screened candidates and get a sample of what our more advanced services offer. This is the most comprehensive of our Internet Recruiter Services offered and includes all the features of the Job Board Ad and eRecruiter options plus candidate data mining. This does involve an intensive combing of resumes and candidate profiles through personalized internet research. The eRecruiter Plus option also includes the use of web-based technology that helps source, qualify, and manage candidates. You set the requirements and then receive only the candidates that match it. The fee for this option is \$1675 per job.

Special

During our introductory period, all eRecruiter Plus postings can be converted to our Professional Search Services for a discounted fee. These are our more traditional recruitment options. All of the above services are automatically included in the Professional Search Services options and customized to your specific needs. In addition, our skilled sourcing experts are dedicated to your search and to finding qualified “passive type” candidates. The Recruiter Professionals at Comprehensive Search have access to a wide range of additional resources, including an extensive database of pre-qualified candidates and thousands of industry contacts that refer us to prospects that are not actively pursuing a new position. Further, we guarantee to meet your time schedules, submit a specified number of qualified candidates, and complete in-depth interviewing and reference checks. The fees for these options are based upon your specific needs, type of search, and job requirements.

For more information on our **Internet Recruiting Services** visit our web site at www.comp-search.com

EMPLOYEE ALTERNATIVES

For numerous reasons, an increasing number of companies are turning to alternative sources of personnel versus hiring employees. Outlined below are options that *ComprehensiveSearchsm* has been offering for 13 years. We have employees in 25 states and Canada representing companies such as Honeywell, BASF and Solutia.

CONTRACT EMPLOYEES

We offer long term part time or full time people with skills required of most exempt positions. We handle the locating, hiring, paying, insurance and severance of these people while complying with all IRS, federal and state regulations.

Our search expertise, large network of contacts, low turnover, and attractive fringe benefit programs differentiate us from other firms offering this service.

PROFESSIONAL EMPLOYER ORGANIZATION (PEO)

You hire the people then put them on our payroll. We handle the "business of employment" including risk management, labor law compliance, payroll, employee taxes and benefits. Presently over 2,000,000 employees are employed by Professional Employer Organizations.

SUBCONTRACTOR

Ideal for project work, consultants or interim executives. IRS has strict criteria, which we clearly understand, that determines whether someone can be hired on a subcontract basis and for how long. If he/she meets the criteria, you or we pay this person without withholding taxes, or paying matching FICA and Medicare and without providing benefits. This service is a perfect match for your temporary needs and what hundreds of thousands of highly skilled people are looking for in new assignments.

Let **COMPREHENSIVESEARCHsm** assist you with creative staffing solutions. An in-depth proposal can be developed for your specific needs.

ADDITIONAL SERVICES

Through strategic alliances we offer the following:

TESTING

Enhance the quality and legality of your hiring decisions by using the Prevue Assessment. Refined over 25 years of use with 6,000 organizations testing 2,000,000 people. It has been validated specifically for business and measures general abilities, motivation, interests and 24 personality traits. The Prevue can easily be administered and scored at your location using our software and training. Maximum price, in quantities of one with us doing the scoring, is \$200 per test.

The Prevue is used to improve hiring decisions, help determine training needs, measure the fit for established benchmarks and assist in promotional considerations. There is a less expensive version which is used as part of the hiring criteria for non-decision making positions. Also from the same family of instruments is a 360 degree performance appraisal system.

OUTPLACEMENT

For under \$2,500 your former employee can immediately start the Career Transition System. This system features a unique combination of career counselors (available at an 800 number for an unlimited period of time), video tapes, manuals and a Career Direction Test. At no additional cost to you they can provide your former employee with the option of a 401(k) rollover trustee to avoid the recently imposed withholding and tax penalties. Additionally they offer a group health policy that is often less expensive than COBRA.

SPOUSAL ASSISTANCE

Increase the probability of a new employee or a present employee taking an assignment in a new city by offering Spousal Assistance. The productivity of the transferred employee and the likelihood of him/her staying is enhanced by utilizing this service.

Fees range from \$800 to \$3,000 per service. These services, which often help the person decide whether to move, include Job Market Research, Community Acclimation Research, and/or help for the "trailing partner" to find a satisfying new position. This service has been used since 1983 by companies such as Eastman Kodak, 3M Corporation, Mobil, NCR and Xerox.

BACKGROUND CHECKS

Employment verification, references, academic verification, check(s) with department(s) of motor vehicles to see if any history of DUI, credit check, criminal records check, etc. are available for very reasonable fees and with a quick turnaround. Given the fact that today's society is highly litigious and has record numbers of candidates who withhold or falsify information our service is a very sound investment.

CLIENT LIST

Below is a partial list of clients for whom we have done projects within the last several years:

American Society of Interior Designers (ASID)

American Woodmark

Architecture & Design Firms

Atlas Carpet Mills

BASF

Bonakemi USA

Collins & Aikman

DuPont Flooring Systems

Haworth

Haworth Dealers

Herman Miller

Herman Miller Dealers

Honeywell

Interface

Johnsonite

Kimball

Knoll International

Knoll Dealers

Maharam

Mannington

Mohawk Industries

Monterey

RJF International

Richmond

Righter

Shaw Industries

Solutia

StarNet

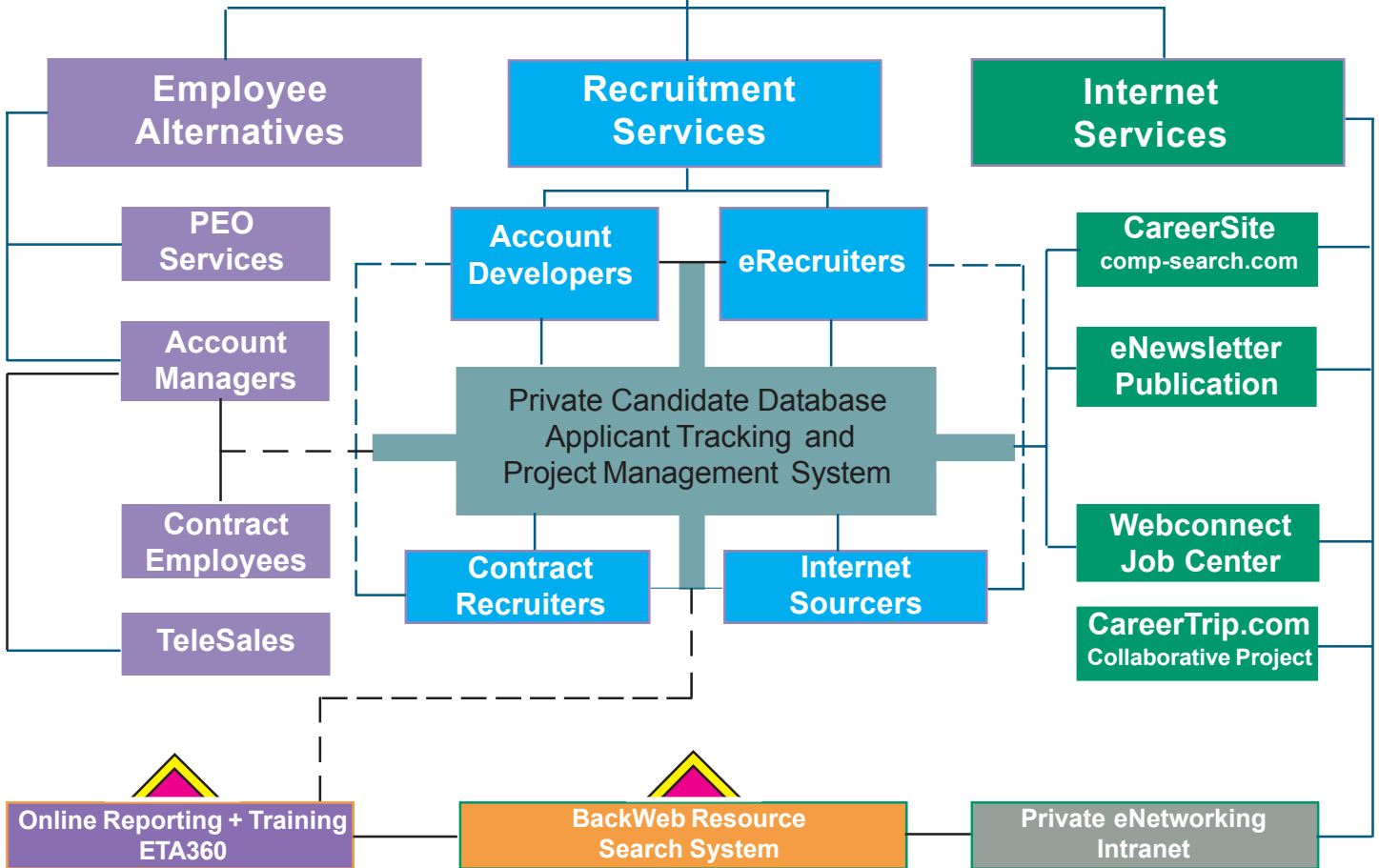
Stratford/Simmons Upholstery

Wools of New Zealand

Best Western

Please feel free to contact any of these clients. We are proud of our track record.

CORPORATE STRUCTURE



Facilitating Positive Change for both Clients and Candidates



Corporate Office:

316 South Lewis Street
LaGrange, GA 30240
Ph:706.884.3232
Fx:706.884.4106

Regional Offices:

Atlanta
New York City
Columbus
Salt Lake City